

# Constitution

of the

# Concerned Students of Middlebury

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Updated May 2021



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## **I. Purpose:**

The Concerned Students of Middlebury exist to provide a voice to those who have historically faced marginalization and ensure they are represented in institutional conversations and decisions. Middlebury College has fallen short in a multitude of circumstances in supporting students of marginalized backgrounds. Additionally, there is no properly created vehicle that serves specifically for the purpose of hearing and centering the voices of marginalized communities at Middlebury. Therefore, our mission shall be as follows, not because it is a trend or a sign of the times, but because it has proven to be a necessary component of our campus for the bettering of the community at large:

The Concerned Students of Middlebury is established:

1. To empower students, faculty, staff, and community members by sustaining a movement to challenge and dismantle the cis-hetero normative, imperialist, white supremacist, capitalist, ableist, patriarchal hegemony sustained in the social, academic, political, and economic spheres upheld in Middlebury College
  2. To center the voices of community members of color and those from marginalized backgrounds whose needs and calls for change have historically been silenced at Middlebury College
  3. To refuse performative acts and statements attempting to substitute for systemic change while also counteracting resistance to social progress
  4. To serve as a connection point and work with student organizations, faculty members, staff, community groups, activist organizations, and cultural organizations both on and off campus that work towards these goals.
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## II. Internal Structure:

The Concerned Students of Middlebury will be composed of the following subcategories. Collectively they will form the structure of the Concerned Students of Middlebury.

### Sub-Organization of the Concerned Students of Middlebury:

#### CSM Executive Board

- **Co-Presidents (2)\*:** Preceding Summer and Full Academic Year
- **Executive Staff (<5):** Semester based terms; optional Summer
- **Membership Coordinator\*:** Preceding Summer and Full Academic Year
- **Treasurer\*:** Preceding Summer and Full Academic Year
- **Any discretionary positions (non-voting):** Semester based terms

#### CSM Committees

- Logistical Committees:
  - Appointments Committee
  - Marketing & Communications
- Campus Support Committees:
  - Activism & Mobilization
  - Anti-Racism & Anti-Bias
  - Campus Climate
- Project Oriented Committees:
  - Accessibility
  - Community Engagement
  - Community Resources

#### CSM Student Organization Advisory Board

- CSM Co-Chair of the Student Organization Advisory Board
- Student Organization Co-Chair of the Student Organization Advisory Board
- Student Organization Representatives
  - Intercultural Student Organization Representatives

\*Denotes voting member or a specified organization sub-section

**Meeting Structure:**

General club meetings will occur at the discretion of the Executive Board, not exceeding a singular weekly meeting and no less than meeting bi-weekly. Meetings of the CSM Executive Board will occur at a maximum of a weekly basis, not exceeding two meetings a week. Emergency meetings for the Executive Board may be called by any two members of the Executive Board with notice of twenty-four hours. Committee meetings will occur at the bequest of that committee's director with a minimum recurrence of twice a month. CSM Student Organization Advisory Board meetings will be on a monthly basis, unless a need for a meeting arises. A forty-eight hour notice must be given to ensure attendance at the meeting.

For all voting matters of the Executive Board or CSM Student Organization Advisory Board, quorum (50% of voting members) must be reached. For all other meetings, votes will be based on the majority vote of the individuals present.

**Establishing Additional Committees:**

Any member may create a committee of their choosing with the majority approval of the executive board. Alternatively, they may do so by gaining the approval of the majority of the members of the organization. This is a committee that is in place for the duration of that academic year unless added by amendment to the constitution.

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### **III. Membership:**

Membership is open to all Middlebury College students, regardless of identity. We aim to ensure people involved in CSM are dedicated to serving disenfranchised and marginalized communities, which is reflected in the CSM Code of Conduct. People found in violation of the CSM Code of Conduct will have their membership collectively adjudicated by the CSM Executive Board, Appointments Committee, and Student Activities Office. If removed as a member, a student may appeal to the Membership Coordinator and advisor for CSM.

Special requirements or guidelines for category based membership can be found below:

- Executive Board membership is determined by a vote of the membership. To qualify for an Executive Board position, an individual must be a current member of the organization, as of a date prior to the announcement of upcoming elections. An Executive Board member may miss no more than 49% of semesterly meetings.
- Membership of the Student Organization Advisory Board (SOAB) is determined jointly by the CSM Executive Board, Appointments Committee, and the organization of interest. A SOAB member may be removed by any two of those bodies.
- Membership as a Committee leader is determined by a selection process conducted by both the CSM Co-Presidents, Membership Coordinator and any other members collectively added to the selection committee.

## Membership Information:

### **Executive Board:**

The Executive Board will consist of two co-president positions, a treasurer, membership coordinator, and any additional staff (as non-voting members). All executive positions have a term of one summer and the subsequent academic year. Shorter terms may be assigned with the consent of a majority of the CSM Executive Board and the membership. The Executive Board is responsible for overseeing the overall logistics of the organization and collectively have the

### **Co-Presidents:**

The co-Presidents of CSM will collectively serve as the official representatives of the organization. They are tasked with keeping all records with the College (rosters, required forms, yearly reregistration) and upholding the values of the organization.

In their collective capacity as president, each of these individuals have an equal level of responsibility to complete the mission of the organization, support the members of CSM, and represent the organization to the community at large. The co-presidents will collectively:

- Provide support for committees and committee leaders
- Organize effective general and executive board meetings
- Ensure the progress of projects being worked on
- Maintain communication with organizations of interest on campus,
- Sustain an orderly and actionable organization that truly works for the benefit of historically disenfranchised communities at Middlebury and thus the Middlebury community at large.

Collectively, they will also be responsible for facilitating the formation of the Selection Committee for all CSM Committee Leaders, alongside the CSM Membership Coordinator and any other appointees (to their discretion). They will serve as ex-officio members of the Appointments Committee. The CSM

Co-Presidents each have legislative authority and ability to send emails from CSM to campus community members.

**Executive Staff:**

Executive staff serve as ex-officio non-voting members of the Executive Board. They are tasked with supporting the needs of the organization alongside the co-presidents and Executive Board. These are discretionary positions but CSM may not exceed five executive staff members. Their duties can be to the discretion of the co-Presidents, so long as it does not interfere with the work of other members of the Executive Committee.

**Treasurer:**

The Treasurer is responsible for all financial tracking and most allocations. Allocations exceeding 30% of CSM's funds must be approved by a majority of the board. The Treasurer will also be the liaison to the SGA Finance Committee, in terms of annual budget requests, new money requests, and end-of-year reports. Any budgeting, reporting on finances, and fundraising efforts will be tasked to the Treasurer of the organization. Ultimately the Treasurer is responsible for completing and maintaining all funding paperwork and records in accordance with the Student Activities Office and Student Government Association's policies. Any requests for allocations will go to the CSM Executive Board, at which time either the Treasurer or the entire CSM Executive board will deliberate approval.

While officially there can only be one Treasurer, the Treasurer is permitted to create a committee (the CSM Committee on Commerce) at will. The membership of this committee will need to be approved by the CSM Executive Board. In the case of this committee being created, they will adhere to the same rules and regulations as the Treasurer, while the treasurer has the sole authority to approve allocation requests.

**Membership Coordinator:**

The Membership Coordinator will serve as a direct liaison between members and the board. They are specifically tasked with maintaining open channels of communication between the CSM Executive Committee, Committee Leaders, and members. The Membership Coordinator will serve as the primary point of contact for member concerns about operations of the organization or executive members and serve as Election Chair, unless there is a noted conflict of interest. Additionally they are tasked with assisting in the selection of appointed members as a member of the Committee Selection Committee and chairing the Appointments Committee.

**Election Chair:**

Every election cycle, elections are organized by the Membership Coordinator, unless there is a noted conflict of interest. In this case, an election chair will be selected from the club membership\* to ensure a fair and equitable election. The individual must:

- Be a member of the club
- Not be running for a position

This individual will be selected by the club membership by way of a nomination form created and circulated by non-Executive Board members. The Election Chair will then select two additional club members to help in the conducting of the election. The Election Committee has full authority to conduct the election as outlined in the organization's constitution without any form of interference from the executive board.

The Election Chair will have a term only of the election period. They will serve only as a non-voting member of the executive board. This position is null if the advisor assumes the role of the election chair.

*\*If the membership cannot select an election chair, the club advisor shall assume the role of the Election Chair.*



**Other Leadership Positions:**

The Executive Board of CSM may create additional leadership positions as needed. To terminate the position, it must be approved by the majority of the members of the club. These positions must be approved by the majority of the members of the club if they wish to be incorporated as voting members of the Executive Board.

**CSM Committees:**

There are three types of CSM Committees. There are Logistical committees, Campus Support, and Project Oriented Committees. These committees collectively work to support CSM in our mission to benefit the Middlebury community at large and especially historically marginalized voices. Each committee will be led by at least one committee leader. These committee leaders will maintain a sense of order and ensure their respective committee is supported in the work they are looking to accomplish. They will also report to the CSM Executive Board to provide updates.

- Logistical Committees:

*Logistical Committee Leaders will be tasked with convening their respective committees as needed and project management as required by the specific tasks at hand. The workload of these committees may vary between weeks.*

- Appointments Committee:

#### **Description:**

- The Appointments Committee will make recommendations on nominees from CSM to positions within and outside of the organization. This includes filling Executive Board and committee vacancies, appointing new members to committees, appointing members of CSM to the advisory board, making nominations to non-CSM bodies, and other appointments delegated by the CSM Executive Board.

#### **Committee Membership:**

- Membership Coordinator (Chair) (voting member)
- Co-Presidents (ex-officio non-voting members)
- Six (6) general members of CSM, selected jointly by the Membership coordinator and Co-Presidents (voting members)

#### **Guidelines**

- Appointments must be made within one week of their opening. This deadline may be extended by majority consensus of the CSM Executive Board.
- If a member of the Appointments Committee is a candidate for appointment, they will recuse themselves from the appointment process.
- Appointments are decided by a majority vote of the voting members of the Appointments Committee

➤ Marketing & Communications

**Description:**

- The Marketing and Communications Committee will carry out promotional activities for the organization. Design for media, posters, posts, and other promotional materials will be spearheaded by the Marketing and Communications committee. Additionally, any not aforementioned but reasonably affiliated communication efforts will be delegated to this committee by the CSM Executive Board.

**Committee Membership:**

- Marketing and Communications Committee Leader (Chair)
- Additional members at the discretion of the committee chairs and Appointments Committee

**Guidelines**

- Marketing and Communications will set their expectation for when they need requests for promotional materials (i.e. one week in advance, three business days in advance, etc.)
- An active accounting must be maintained of who has access to media accounts (Instagram, website, and any other formats)
- The committee has full discretion in how they organize their work/task delegation

➤ CSM Committee on Commerce:

**Description:**

- The CSM Committee on Commerce will work to support the CSM Treasurer in their duties. They will delegate CSM funds to committees and causes that may need it. They will also assist in the tracking of CSM finances.

**Committee Membership:**

- CSM Treasurer (Chair)
- Additional members at the discretion of the CSM Treasurer and Appointments Committee

**Guidelines**

- This committee will keep track of all financial transactions of the organization
- The CSM Committee on Commerce will delegate funds a maximum of one week after a expenditure request has been made to them
- The CSM Committee on Commerce will work with the CSM Treasurer to complete new money requests and budgeting at the discretion of the CSM Treasurer.
- The CSM Committee on Commerce will only be able to allocate up to 30% of the overall budget without the consent of the Executive Board.

- Campus Support Committees:

*Campus Support Committee Leaders will be responsible for providing not only support to their committee members, but also members of the student body and local community as they take on tasks to support a larger demographic in a hands-on way. Work will vary between weeks but will largely be self-scheduled.*

➤ Activism & Mobilization

**Description:**

- The Activism and Mobilization Committee will work to:
  - Support new and existing activist movements on campus by providing institutional support and facilitating channels of communication
  - Support student mobilization efforts through both material means and large scale logistics and organization
  - Spearhead organization based Activism and Mobilization as deemed necessary

**Committee Membership:**

- Activism Collective Coordinator (Co-chair)
- Activism and Mobilization Committee Leader (Co-chair)
- Up to six (6) general members of CSM, selected jointly by the Membership coordinator and Co-Presidents

**Guidelines**

- All efforts around activism and mobilization must be in accordance with the CSM Code of Conduct.
- If an appeal needs to be made regarding this committee, it must be directed to the CSM Executive Board.

➤ Anti-Racism & Anti-Bias

**Description:**

- The Anti-Racism and Anti-Bias Committee is tasked with the following:
  - Holding existing anti-racism/anti-bias projects accountable by monitoring progress and tangible change
  - Providing support to new efforts towards anti-racism and anti-bias
  - Establishing and seeing out initiatives aimed at anti-racism and anti-bias

**Committee Membership:**

- Anti-Racism & Anti-Bias Committee Leaders (Chairs)
- Up to eight (6) general members of CSM

**Guidelines**

- Work to connect with the appropriate parties/campus partners; Follow up on communications as soon as possible and push with all due respect
- Self-made projects can be large and time consuming. It is important to, when creating projects, also create timelines for continuity and self-accountability

➤ Campus Climate

**Description:**

- The Campus Climate Committee will serve as the following:
  - A space for students to voice concerns on the campus climate and seek conflict resolution
  - A student-based conflict mediation body
  - A body to address broader community issues with the campus community in partnership with the CSM Executive Board

**Committee Membership:**

- Campus Climate Committee Leader(s) (Chair)
- Co-Presidents (ex-officio)
- Up to six (6) general members of CSM

**Guidelines**

- Hear from the impacted party on what their concerns are; inform them on the various resources available to use as appropriate (Public Safety, Title IX, CBRT, etc.) and also what you can do as a committee to help and support them
- If between individual parties or groups, ask if a facilitated/mediated dialogue would be beneficial to the situation
  - If so, reach out to the other party involved to determine interest in resolving problem in this way
- If the situation cannot be resolved by a mediated conversation, the Campus Climate Committee Leader will work with the CSM Executive Board and appropriate campus partners to decrease potential for harm
- If a member of the Campus Climate committee is directly or indirectly involved in a conflict, they must recuse themselves from the mediation process



- Project Oriented Committees:

*Project Oriented Committee Leaders will have a great deal of agency in the work they choose to take on with their committees. Time commitment will be variable and depend on the projects being taken on. Weekly updates to the Executive Board are an additional responsibility of these leaders in order to track progress on initiatives.*

➤ Accessibility

**Description:**

- The Accessibility Committee will work to dismantle ableist structures at Middlebury College. They will spearhead projects that directly impact the accessibility of our campus, whether that be in terms of physical accessibility or neurodivergence.

**Committee Membership:**

- Accessibility Committee Leader
- Up to six (6) general members of CSM

**Guidelines**

- Self-made projects can be large and time consuming. It is important to, when creating projects, also create timelines for continuity and self-accountability
- *TBD*

➤ Community Engagement

**Description:**

- The Community Engagement Committee strives to ameliorate our campus experience by coalition building and making connections with non-campus partners. Integration between campus and surrounding communities will allow for our campus community to feel safe and encouraged to interact with the surrounding community. Projects surrounding non-college collaboration will be spearheaded by this committee

**Committee Membership:**

- Community Engagement Committee Leader(s)
- Up to six (6) general members of CSM

**Guidelines**

- Self-made projects can be large and time consuming. It is important to, when creating projects, also create timelines for continuity and self-accountability
- Risk must be assessed prior to any collaborative events. Please reach out to the Executive Board for approval (given within 48 hours) before proceeding with planning.
- *TBD*

## ➤ Community Resources

### **Description:**

- The Community Resources Committee aims to provide support for the community by way of education, dispersal of information, and projects that work towards similar goals. Providing resources to those who want to do the work of combating bias or those in the community who need it is a central part to this committee

### **Committee Membership:**

- Community Resources Committee Leader(s)
- Up to six (6) general members of CSM

### **Guidelines**

- Self-made projects can be large and time consuming. It is important to, when creating projects, also create timelines for continuity and self-accountability
- TBD

## **Student Organization Representatives:**

Specific student organizations are able to elect one student to represent their organization as delegates to our organization's advisory council. During these meetings, the Student Organization Representatives will meet as a council to discuss intersectional concerns and ways we can move forward to address these issues. They will also have the power to task the Concerned Students of Middlebury with directives that have a clear and germane relevance to the work the organization does.

Additionally, Intercultural Student Organization Representatives will serve as representatives to the Senior Leadership Group of the College to create a bridge between the two groups for more consistent, clear and engaged dialogue. Members of the Student Organization Representatives are not automatically part of general club membership and as such are not involved in general club matters (voting, non-SOR related Constitutional or Bylaw changes, etc.) unless they also hold general membership. Finally, the Concerned Students of Middlebury Executive Board and Appointments Committee may at their discretion invite the MILC coordinators to serve as an ex officio member of the CSM Intercultural Student Organization Representatives, excluding meetings with the College Administration.

The following organizations shall have the ability to elect one representative to officially serve on the CSM Student Organization Advisory Board, at the discretion of the CSM Appointments Committee. Italicised organizations also serve as Intercultural Student Organization Representatives to the Senior Leadership Group. They include but are not limited to the following:

- ALIANZA Latinoamericana y Caribeña
- Asian Students in Action (ASIA)
- Black Student Union (BSU)
- Chinese Society
- Concerned Students of Middlebury (CSM)\*
- Distinguished Men of Color (DMC)

- Feminist Action at Middlebury
- Hillel
- International Students' Organization (ISO)
- Japanese Club
- JUNTOS
- Korean American Student Association
- Middlebury Students for Justice in Palestine
- Mixed Kids of Middlebury (MKM)
- Muslim Students Association
- PALANA Social House
- Project Pengyou
- Queer Trans People of Color (QTPOC)
- Queers and Allies
- Radical Asians (RAISINS)
- South Asian Student's Association (SASA)
- SouthEast Asian Society (SEAS)
- Student Athletes of Color
- UMOJA
- UR-STEM
- Vietnamese Student Association
- Women in Computer Science
- Women in Health Sciences
- Womxn of Color (WOC)

\*The CSM representative will serve as the moderator of both Intercultural Student Organization Representative meetings with the SLG and Student Advisory Board meetings. They will coordinate the meetings, take attendance, and ensure a sense of order during the meetings, with their respective co-chair. Each body will self-select a second co-chair.

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#### **IV. Elections**

All elections must be completed by February 28<sup>th</sup>. Elections will be conducted online by survey form. Any general member of the organization may vote in elections for any elected position. Additionally, any general member of the organization may run for any executive board position. They must receive a simple majority of votes cast to be elected for that position. In the case of an elected executive board member resigning, a new executive board member will be appointed jointly by the remaining executive board until a special election can be held. If the election timeline cannot be followed, the majority of the organization membership must agree to a new election date that adheres to the Student Activity Office policies for organization elections. Below is the outline of how elections will be conducted using the latest dates. If the timeline needs to be changed, it requires at a minimum a unanimous vote of the current executive board and the consent of the majority of members:

**January:** The upcoming election will be announced. The club membership will appoint an Election Chair to conduct the election process.

**Mid - Late January:** The Elections Chair and the two additional committee members will request from the club membership the names of individuals interested in running for executive positions. They will also announce the date of the election, occurring no earlier than the second Friday of February and no later than February 28<sup>th</sup>.

**February:** Elections will be conducted in the month of February. Results will be given to club members no later than 1 hour after voting ends.

**February/March (immediately post-election):** Newly elected members will attend the next meeting with the CSM Executive Board and attend all further meetings to gain training on interorganizational operations.

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## **V. Removals**

### **A. Executive Board Members**

An executive board member of the organization may be removed from the executive board for behaviors that have a demonstrably detrimental effect on the organization at large. This includes but is not limited to missing more than one-third of the semesterly executive board meetings, not fulfilling duties as outlined in CSM organizational policies, participating in discriminatory behavior, or malfeasance with organizational resources. Their removal shall be as follows:

- The concerns are brought forth to the Executive Board by way of an official organizational form or email.
- The Executive Board brings the concern to the entire membership within seventy-two hours.
  - o The Executive Board will first try to facilitate a restorative practice circle with the Student Activities Office, and all parties involved. This restorative practice circle must happen within seventy-two hours of the accusation, otherwise the above procedure is followed. If this circle is successful the motion dies. If unsuccessful, it continues as enumerated below.
- The party at risk of removal may either make a formal written statement to be disseminated within one hour of receipt, or verbally explain their position or prior to a vote of the membership.
- Members present are able to vote on impeachment/removal from office.
  - o If less than 50% of members are present, the motion moves to adjudication by both the board and the Student Activities Office.
  - o If more than 50% are present,  $\frac{2}{3}$  of members present must vote to remove for removal to happen.

### **B. Other Members**

In some cases removal also may include a different type of club member. If this is the case, the same process will be followed; however, the Student Activities Office

and club advisor will be notified first in this process, and may adjudicate at any point (including prior to notification of members). Notification of members will be at the agreed discretion of all parties involved. Reasons for removal may include reasons similar to the following or other acts similar in magnitude: sabotage of organizational functions, violations of college conduct that are not in adherence to our mission, engaging in dangerous behavior that may impact other members of the organization, and more. Please reference the Code of Conduct found in the CSM Guidebook for more information.



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## VI. Other:

### Faculty/Staff Advisor:

*The membership agrees to maintain an advisor from the Middlebury College faculty or staff, as required. Future advisors will be chosen at the discretion of the current advisor and the current CSM Executive board. If this is not possible, CSM's cluster manager as well as a minimum of five CSM members will jointly appoint an advisor. Advisors and the CSM Executive Board will meet semesterly, with additional meetings as needed. The advisor will serve on a two-year basis, and will be reapproved by the incoming Executive Board. An advisor serves in an advisory role and will jointly arrive at duties and responsibilities with the CSM Board, and SAO designee.*

### Affiliations:

There are no affiliations with any other organizations.

### Compliance:

This organization shall comply with all Middlebury College policies and regulations, and local, state and federal laws.

### Discrimination Policy:

This student organization operates in full accordance with Chapter Four, Section II, A of the Middlebury College Handbook concerning Student Organization Policies of Discrimination, Freedom of Association, Anti-Hazing, Freedom of Inquiry and Expression, Student Publication, Funding, Advertising, and Scheduling. Any and all changes made to the Student Organizations Policies section of the Middlebury College Handbook will immediately become policies adopted by CSM.

### Interpretation

Interpretation of the CSM Organization Documents, including the Constitution and Code of Conduct is to the discretion of the two Co-Presidents. It can be overturned by majority vote of the Executive Board.

Ratification:

- A. The constitution and bylaws must be ratified by a two-thirds majority of the membership.
- B. The constitution must be approved through the current Student Government Association process.

Amendment:

- A. The constitution and bylaws must be amended by a two-thirds majority of the membership.
- B. The constitution must be approved through the current Student Government Association process.

# Code of Conduct

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## Concerned Students of Middlebury

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Created and Adopted February 2021



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- I. Introduction
- II. Code of Conduct
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## **I. Introduction:**

*Our organization pledges to challenge the status quo, one that is rooted in systemic oppression of historically marginalized groups. However, we also pledge to do so in ways that are productive, measured, and legal. The Concerned Students of Middlebury will never condone acts of violence or that pose imminent danger to any community. We have thus formed a code of conduct to ensure our community members are informed of what we stand for as an organization, and the avenues in which potential violations of this will be addressed. This Code of Conduct will stand as its own living document that can be amended and expanded upon by the Concerned Students of Middlebury membership. Editing of the Code of Conduct will require a constitutional amendment.*

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## **II. General Code of Conduct:**

### **A. Adherence to Federal, State, and Local Laws and Statutes:**

#### **1. On-Campus**

- a) All members of the Concerned Students of Middlebury conducting official, unofficial, or other organization business on behalf of the Concerned Students of Middlebury must abide by all laws and statutes of the United States of America, state of Vermont, Addison County, and the town of Middlebury.

#### **2. Off-Campus**

- a) All members of the Concerned Students of Middlebury conducting official, unofficial, or other organization business on behalf of the Concerned Students of Middlebury must abide by all laws and statutes of their localities as well as the below enumerated policies.

### **B. Adherence to Middlebury College Policies**

#### **1. Anti-Discrimination Policy**

- a) All members of the Concerned Students of Middlebury conducting official, unofficial, or other organization business on behalf of the Concerned Students of Middlebury must abide by the anti-discrimination policies outlined in the Middlebury College Student handbook.

#### **2. Anti-Hazing Policies**

- a) All members of the Concerned Students of Middlebury conducting official, unofficial, or other organization business on behalf of the Concerned Students of Middlebury must abide by the anti-hazing policies outlined in the Middlebury College Student Organizations handbook.

#### **3. College Policies Surrounding Demonstration and Protest**

- a) All members of the Concerned Students of Middlebury conducting official, unofficial, or other organization business on behalf of the Concerned Students of Middlebury must follow the Middlebury College policies on demonstration and protest.

4. College Policies at Large

- a) All members of the Concerned Students of Middlebury conducting official, unofficial, or other organization business on behalf of the Concerned Students of Middlebury must abide by the policies outlined in the Middlebury College Student Handbook as well as all amendments to it.

5. Student Activities Policies at Large

- a) All members of the Concerned Students of Middlebury conducting official, unofficial, or other organization business on behalf of the Concerned Students of Middlebury must abide by the policies outlined in the Middlebury College Student Organizations Handbook as well as all amendments to it.

**C.** Adherence to Concerned Students of Middlebury policies

**1.** Attendance and engagement

- a) All Executive Board members of the Concerned Students of Middlebury are expected to attend all meetings of the Concerned Students of Middlebury as per the guidelines instituted and agreed upon by the entirety of the executive board at the beginning of their term.
- b) All members of the Concerned Students of Middlebury are expected to be engaged in the work they are conducting whenever conducting official organization business.

**2.** Respect for our community

- a) All members of the Concerned Students of Middlebury are expected to treat each other as well as all members of the college community with respect and dignity.
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### III. Violations

*All members of the Concerned Students of Middlebury are expected to abide by the aforementioned. Violations of the above may result in any of the following, depending on the severity of the violation. They are listed in order of magnitude:*

- Warning
  - A warning from the Concerned Students of Middlebury generally is reserved for an instance that is an outlier behavior or minor violation that was not done with malicious intent. Warnings will be issued from the executive board with a majority vote and will only be given once to an individual. Any additional violations will result in further action.
- Censure
  - A censure from the Concerned Students of Middlebury requires a majority vote of the CSM Executive Board. This serves as a formal statement condemning actions or behaviors that do not reflect the values of our organization. Censures will be given in any and all violation incidents beyond a warning.
- Impeachment/ Removal
  - Impeachment and/or removal from the organization may be a result of a violation of this code of conduct. In the case of this option being engaged, the protocol outlined in the constitution and bylaws will be followed.
- Barring from Events
  - This is reserved for members/previous members of the organization who pose a clear and imminent danger to the values and mission of our organization and/or its members. This must be approved by the organization and the Student Activities Office.